

ACCOUNTANCY, BOARD OF PUBLIC

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF PUBLIC ACCOUNTANCY

Costs for CPA exams are controlled by vendors.	Adequately trained staff to perform investigations and related tasks, oversee and audit CPE, and process registrations (I).	Disciplinary action often postponed until after the courts have ruled.
		Number of registrants increasing resulting in increased demand on staff.

ADJUSTMENT, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF ADJUSTMENT

The number of claims that will be filed that will require a hearing.

Coordination among Board members for more timely claim disposition and the lack of funding required to support additional hearings and automation (I).

ADMINISTRATIVE OFFICE OF COURTS (UNIFIED JUDICIAL SYSTEM)

BRANCH OF GOVERNMENT: Judicial

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

UNIFIED JUDICIAL SYSTEM

System Level

Legislation continues to drive up the cost of the judicial system.	UJS no longer funds education for court officials and staff. Low employee morale due to understaffing and suspended merit raises.	Jury trials have been cut due to lack of funding (I). Credibility of the courts among the executive and legislative branches. Public confidence.
--	--	--

Alabama Sentencing Commission

Legislative approval of sentencing standards and reform proposals.	Funding for community corrections should be earmarked through Community Corrections Partnership Fund created by Act 2003-353.	Acceptance and compliance with sentencing standards by judges and prosecutors.
Lack of access to juvenile and youthful offender records by probation officers and district attorneys.		Community corrections funding needed.
Lack of ready access to county jail records and district attorney records by Sentencing Commission.		

AGRICULTURAL CENTER BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

AGRICULTURAL CENTER BOARD

To secure additional events (I).	Enablement to upgrade facility.
----------------------------------	---------------------------------

AGRICULTURAL AND CONSERVATION DEVELOPMENT COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

AGRICULTURAL AND CONSERVATION DEVELOPMENT COMMISSION

Providing a reliable source of cost share financial assistance to landusers to assist in a non-regulatory compliance of clean water goals (I).

Federal and state partners must continue to provide technical assistance services. State must make a commitment to fund program at minimum.

DEPARTMENT OF AGRICULTURE AND INDUSTRIES

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF AGRICULTURE AND INDUSTRIES

Agricultural Development Service - Market and Promotional Service

Improve permit and registration fees collection by including internet registration and payment (I).

Agricultural Development Service - Plant Industry and Inspection Services

Improve permit and registration fees collection by including internet registration and payment (I).

Agricultural Development Service - Food Safety and Consumer Services

Improve permit and registration fees collection by including internet registration and payment (I).

Lab Analysis and Disease Control - animal Protection and Lab Services

Improve permit and registration fees collection by including internet registration and payment (I).

Executive Administration

Improve permit and registration fees collection by including internet registration and payment (I).

ALCOHOLIC BEVERAGE CONTROL BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALCOHOLIC BEVERAGE CONTROL BOARD

Product Management Program - Warehouse

Dependence upon outside sources to train existing personnel.

Lack of trained staff to operate new automated warehouse system (I).

The state should remain as the wholesaler for all distilled spirits.

Product Management Program - Stores

Increase the labor pool for store cashiers either by converting to direct hire or some other means agreed upon with State Personnel.

Improve the quality of personnel in stores (I).

The state continues to lease property for the ABC retail and wholesale outlets.

Improve product mix in stores (I).

Product Management Administration

Legislative appropriation for reinvesting into store operations to increase the number of stores that will increase distributable revenues to state.

The state continues to lease property for the ABC retail and wholesale outlets.

Improve inventory control procedures in warehouse and stores (I).

Improve efficiency of the pricing system (I).

Increase number of stores with appropriated spending authority provided (I).

Improve process of locating best possible site for all ABC stores (I).

Enforcement Program

Mental Health grants require 2,000 Enforcement SAPTBG minor operative checks annually or MH would be penalized 40%, \$9.6 million in federal funds.

Replacement of employees lost due to retirement, resignation, or termination is delayed.

Improve technology to increase efficiency and accuracy (I).

Increased responsibilities are demanding on the limited sworn employees.

The ABC Enforcement Division cannot receive any grant money for this project.

ALCOHOLIC BEVERAGE CONTROL BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Enforcement Program						
	<p>Mental Health grants require 2,000 Enforcement SAPTBG minor operative checks annually or MH would be penalized 40%, \$9.6 million in federal funds.</p> <p>The ABC Enforcement Division cannot receive any grant money for this project.</p>	<p>Replacement of employees lost due to retirement, resignation, or termination is delayed.</p>	<p>Improve technology to increase efficiency and accuracy (I).</p>	<p>Increased responsibilities are demanding on the limited sworn employees.</p>		
Administrative Program - Accounting & Budgeting						
	<p>Legislative funding should be provided to generate new revenues for the General Fund.</p>		<p>Legislative appropriations should be provided to upgrade computerized operations of stores and central offices.</p> <p>Monitor and upgrade the new computerized accounting system (I).</p>			
Administrative Program - Personnel						
				<p>Assist applicants as needed to apply for appropriate classifications.</p> <p>Work with State Personnel to assure proper staffing for the ABC Board</p> <p>Coordinate with other state agencies for employee insurance, retirement, and social security benefits to determined eligibility.</p>		

ALCOHOLIC BEVERAGE CONTROL BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Administrative Program - Responsible Vendor/Alcohol Awareness						
	Request the Legislature for appropriate funding to promote temperance and prevention of access to age restricted products.			Provide materials and training to the public, report results to Dept. of Mental Health accomplished tasks.		
				Employ one compliance specialist to train and educate merchants and public in southwest Alabama (I).		
				Provide pamphlets and materials at exhibits for tobacco/alcohol prevention and for underage (I).		
Agency Administrative Division						
	Legislative funding must be provided to adequately bring in new revenue for the General Fund.			Monitor inventory controls and cost of goods sold (I)..		
				Monitor financial statement of position and revenues and expenditures (I).		
				Review purchases to control cost of operations (I).		
Information Systems Division						
		Adequately train employees and provide backups for all positions (I).	Become more involved in ISD, NABCA, and other organizations to obtain new ideas and improve IT-related functions.			
			Hire employees and/or consultants for networking support (I).			
			Maintain current equipment and upgrade software in stores and central office (I).			
Auditing Division						
Resolution of the table wine tax lawsuit.			Work with other divisions to implement product scanning technology (I).	Audit of wholesale beer and wine companies and collection of taxes and penalties (I).		

ARCHITECTS, BOARD FOR REGISTRATION OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD FOR REGISTRATION OF ARCHITECTS

Resolve issue related to
overlap of practice with other
design professionals.

Loss of trained staff due to
retirement (I).

AMERICAN LEGION AND AUXILIARY SCHOLARSHIPS

BRANCH OF GOVERNMENT: Non-State Agency

FUNCTION OF GOVERNMENT: Education

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

AMERICAN LEGION AND AUXILIARY SCHOLARSHIPS

ARCHIVES AND HISTORY, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Cultural

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF ARCHIVES AND HISTORY

Historical Resources Management - Historical Appreciation

Lack of adequate state,
federal and private funding.

Building rent payable to the
Finance Dept. will increase by
\$548,080 in FY 06 which will
further limit our ability to
provide appropriate assistance
to local agencies.

Inability to solicit donations of
items to fully document the
history of Alabama (I).

Adequate staffing level to
provide appropriate assistance
to local agencies (I).

Inability to remain open to the
public 8 hours 6 days a week
(I).

Number of state agencies
needing assistance to create
approved RDAs.

Cataloging backlog (I).

Aging facility in need of
mechanical updates and
structural repairs (I).

Remaining work on design,
fabrication, and installation of
new Alabama history exhibit
(I).

ARTS, ALABAMA STATE COUNCIL ON THE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Cultural

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALABAMA STATE COUNCIL ON THE ARTS

	There must be additional resources allocated in grant funds and staffing to achieve stated goals (I).	Art support, appreciation, production and education is inadequate statewide.
Fine Arts Administration and Programs	State grant support is needed in all counties, school systems and with diverse population groups to effect positive change.	Must improve response to demand ratio in both grants and staff assistance (I).

ASSISTED LIVING ADMINISTRATORS, BOARD OF EXAMINERS OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF EXAMINERS OF ASSISTED LIVING ADMINISTRATORS

Manual licensing system is time consuming, costly and more susceptible to human error (I).

ATHLETIC AGENT REGULATORY COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

ATHLETIC AGENT REGULATORY COMMISSION

ATHLETIC TRAINERS, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF ATHLETIC TRAINERS

More timely, expeditious review of applications by credentials committee (I).

Improve relations with other allied healthcare groups in case amendments to legislation required.

ATTORNEY GENERAL, OFFICE OF THE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

OFFICE OF THE ATTORNEY GENERAL

Agency Level

Office overly dependent on one-time revenues for operations.

Legal Services & Advice

Merit system requires revamping.

Provide staff with the most appropriate training opportunities (I).

State-provided technology does not allow for the most efficient processing.

Certain state procedures do not provide the most efficient means of meeting tasks.

Certain state procedures prohibit cost savings.

Consumer Utilities

Need additional support from PSC staff as required in Alabama Code.

Merit system does not have a classification for an economist.

Increasingly complex regulatory matters.

Consumer Affairs

Consumer settlements are dependent on businesses that use illegal business practices.

Lack of adequate funding (appropriation reduced by almost \$200,000 in FY05).

AUCTIONEERS, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF AUCTIONEERS

Insuring that all individuals publicly advertising auction services are appropriately licensed and in good standing with the board.

Improve public awareness and provide information to licensees (I).

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE AUDITOR

Clear statutory language that more closely complies with actual agency function.

Office reorganization to reflect changes in job requirements because of attrition (I).

BANKING DEPARTMENT, STATE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE BANKING DEPARTMENT

Agency Level

			<p>Maintain sufficient staff to cover evolving roles in the financial services industry while holding down expenses (I).</p> <p>Moving target of regulated entities within the financial services industry due to mergers, consolidation, expansions, product developments, innovations, and improved delivery systems.</p>
--	--	--	---

Charter and Regulate Banks

	Bank mergers/consolidations that may reduce assessment base.	Hire and successfully train new examiners to replace the significant number of seasoned bank examiners approaching retirement (I).
--	--	--

Licensing and Regulating Finance Companies

BAR ASSOCIATION, ALABAMA STATE

BRANCH OF GOVERNMENT: Quasi-State Agency

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

ALABAMA STATE BAR ASSOCIATION

Enactment of license fee
increase approved by the
Board of Bar Commissioners.

Continued high level of
participation by volunteers in
carrying out agency functions
(I).

BUILDING COMMISSION, STATE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE BUILDING COMMISSION

Regulation of State Construction			
Attorney General's Opinion #2004-165 will increase the building inspector's work load.	Adjust merit system to hire and maintain professional staff.	Maintain and improve the database for document and record processing (I).	Improve public knowledge and understanding of documents and procedures to help minimize inaccuracies and errors.
	Lack of funding for professional development (I).		Add a structural/civil engineer to complete the plan review team (I).
			Due to attrition and projected increase in workload, an administrative employee is required to maintain current standards and agency goals (I).
Home Inspection Regulation			Practicing of non-licensed inspectors.
			Improve public knowledge and understanding of documents and procedures for home inspectors.
			Hire an investigator to handle investigations of complaints (I).

CHILD ABUSE AND NEGLECT PREVENTION BOARD (CHILDREN'S TRUST FUND)

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

CHILD ABUSE AND NEGLECT PREVENTION BOARD (CHILDREN'S TRUST FUND)

Improve professional
development (I).

Improve accountability of
agency.

CHILDREN'S ADVOCACY CENTERS, ALABAMA NETWORK OF

BRANCH OF GOVERNMENT: Non-State Agency

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALABAMA NETWORK OF CHILDREN'S ADVOCACY CENTERS

	Training for personnel to provide services.	Providing funding for existing advocacy centers and pilot programs (I). Developing underserved areas of the state.
--	---	---

CHILDREN'S AFFAIRS, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF CHILDREN'S AFFAIRS

Agency Level

Hiring of qualified staff (I).

Development of stronger
business approach to daily
operations of department (I).
Reduction in conflicting
policies across agencies.

Children's Policy Councils

Children's Policy Council
legislation should allow
flexibility for additional
members and chairmanship.

Children's Policy Councils
must see measurable
outcomes from their work (I).

Social Services - Children's Affairs

Ability of Head Start
Association to participate in
state initiatives.

Hiring qualified staff (I).

Increase administrative
support for department (I).

CHILDREN'S SERVICES FACILITATION TEAM

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

CHILDREN'S SERVICES FACILITATION TEAM

3 staff members responsible
for assisting all 67 counties (I).

Improve response time to
requests from counties (I).

Improve training and technical
assistance capability (I).
County teams need
assistance in identifying and
locating resources with limited
staff.

Types of referrals are
unpredictable and length of
service varies.

County teams must be
accountable for local Children
First funds received.

CHIROPRACTIC EXAMINERS, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF CHIROPRACTIC EXAMINERS

Licensee files are enormous and contain duplicate copies not in any particular order, making retrieval of information extremely time consuming (I).

Involuntary compliance with all rules and regulations.

Increased paperwork for self funded agencies.

CHOCOLOCCO CREEK WATERSHED CONSERVANCY DISTRICT

BRANCH OF GOVERNMENT: Non-State Agency

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

CHOCOLOCCO CREEK WATERSHED CONSERVANCY DISTRICT

Reduce flood risk in the
Chocolocco Creek flood
plain.

CHOCTAWHATCHEE, PEA AND YELLOW RIVERS WATERSHED MANAGEMENT AUTHORITY

BRANCH OF GOVERNMENT: Non-State Agency

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

CHOCTAWHATCHEE, PEA AND YELLOW RIVERS WATERSHED MANAGEMENT AUTHORITY

Need for additional water
quality monitoring (I).

Need for a long-range plan for
management of water
resources (I).

Need for improvement in basin-
wide flood warning system (I).

Need to identify ongoing water
related needs (I).

Need to conduct water
resources and water quality
education projects (I).

Lack of regional water supply
sources.

COALITION AGAINST DOMESTIC VIOLENCE, ALABAMA

BRANCH OF GOVERNMENT: Non-State Agency

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALABAMA COALITION AGAINST DOMESTIC VIOLENCE

Need for trained crisis line
staff and volunteers (I).

Need for widespread
distribution of information on
statewide toll-free crisis line.

CONSERVATION AND NATURAL RESOURCES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF CONSERVATION AND NATURAL RESOURCES

Administrative Services

Control or settlement of Crum litigation.	Inability to utilize electronic fund transfer for disbursement and receipts..	Merit system hinders hiring of a qualified diverse employee group.	Rising costs of information technology will affect level funding goal.
---	---	--	--

Game and Fish

Lack of funding from non-consumptive users.	Urbanization tends to limit hunting and fishing experience, affecting future recruitment.	Change in land use and environmental constraints.
Necessity for a license increase to provide adequate funding for Program.	Ability to hire qualified individuals for job vacancies.	Shifting responsibility for field personnel due to urbanization (I).

State Lands

Adjusting legal requirements regarding emergency salvage logging such that a more efficient revenue producing process is available.	Continue to work with the Alabama delegation to effect better federal support for land acquisition/management under USDA Forest Legacy Program and NOAA Coastal Estuarine Land conservation Program so that the Forever Wild program can maximize the match potential of its stated purpose.	Increasing delays in federal appraisal review process jeopardizing federally supported land acquisitions.
		Adjust personnel structure for land valuation efforts, consistent with federal guidelines (I).
		Adjust personnel structure for land management in response to increasing responsibilities (I).

CONSERVATION AND NATURAL RESOURCES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Marine Police						
	Unfunded homeland security patrols and equipment.	Advancement constraints deters hiring and retention of qualified personnel. Patrol officer vacancies on bodies of water increase response time in emergencies (I).	Antiquated boat registration recording system (I).			Purchasing restrictions deter ability to acquire needed equipment.
Marine Resource Division						
Pass legislation to amend current user fees to continue to provide services and attain goals.		Ability to hire qualified individuals for job vacancies.		Shift priorities to enhance completion of research studies critical to enhancing and protecting fishery resources (I). Focus on population and harvest surveys to measure population dynamics of saltwater resources and angler use of targeted species, in maintaining and developing laws and regulations (I). Funding availability and priority may impact artificial reef completions (I).		
State Parks Administrative Services						
No flexibility to spend generated revenue and insurance proceeds under State Budget appropriation laws.	Unfunded , increasing operational costs such as mandated cost of living raises, rising health insurance, and increasing environmental fees and mandates. Expectation of affordability and accessibility to average public.	Inability to manage personnel under state personnel restraints while operating enterprise system within state government.		Change thought process to become more flexible and creative to reduce operating costs and increase revenues. Use volunteers, develop partnerships, cultivate friendship groups (I). Limited flexibility to compete with other recreational private industries (I).		Bureaucratic limitations on the efficient purchasing of goods and services under State Purchasing procedures.

CONTRACTORS, STATE LICENSING BOARD FOR GENERAL

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE LICENSING BOARD FOR GENERAL CONTRACTORS

Must make the renewal
process more accessible to
contractors (I).
Make contractors aware of
rules and procedures.

CORRECTIONS, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	-------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF CORRECTIONS

Agency Level

	Lack of sufficient resources to achieve the mission.	Imminent loss of large numbers of experienced staff, including senior management, coupled with inability to attract and retain competent replacements (I).	Procurement of advanced information technology and training to manage and disseminate departmental data (I).	Continual growth and prolonged confinement of the inmate population.	ADOC infrastructure in its present state will not adequately support the present inmate population for the next five years (I).
--	--	--	--	--	---

Inmate Administration, Security, Custody and Control

Implementation of court orders such as Laube and Bradley.	<p>Merit system hinders ability to compete and recruit in the job market for qualified law enforcement and support staff.</p> <p>Retention of security and non-security employees (I).</p> <p>Extended military activation of employees.</p> <p>Lack of adequate resources to hire and equip personnel.</p> <p>Low staff morale due to lack of resources (I).</p>	Safety of staff and inmates (I).
---	---	----------------------------------

Inmate Personal Services

Compliance with lawsuits such as Baker, Leatherwood, Laube, Bradley, and Gaddis.	Federal funding for substance abuse services will end prior to end of FY 2006.	Limited qualified people for substance abuse programs (I).	Inability to monitor inmate food consumption (I).	<p>Food service equipment not adequate (I).</p> <p>Laundry equipment not adequate (I).</p>
--	--	--	---	--

Operations

Meeting regulatory requirements such as ADA and FCC.	Turnover in non-merit system executive staff promotes inconsistent pursuit of strategic objectives.	<p>Outdated and insufficient communication devices.</p> <p>Vehicle fleet has exceeded recommended replacement schedule and does not meet special needs of department.</p> <p>Lack of funding for routine preventive maintenance.</p>
--	---	--

CORRECTIONS, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Community Corrections						
				Lack of adequate staff and equipment (I).		
				Lack of education for existing and prospective counties (I).		
Correctional Industries						
		Delays in hiring replacement personnel (I).	Current accounting software is outdated and inadequate for enterprise management (I).	Markets for manufactured goods are limited to in-state governmental agencies; need to create new markets (I).	Current farming equipment is insufficient (I).	State purchasing procedures prohibit rapid response to changing business conditions and customer demands.
				Growing population of inmates with no usable work skills (I).		
Agency Administration						
		Insufficient training for all employees (I).	Insufficient and outdated technology systems (I).	Priorities and goals change with administrations, inhibiting long range planning.		
				Limited staff and other resources.		
Institutions and Support Facilities						
	No state appropriation for capital outlay in FY 2004 or FY 2005.	Lack of professional staff such as architects, engineers, and project managers (I).			Inadequate facilities and infrastructure that jeopardize the health and safety of the staff, inmates, and public.	

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF COSMETOLOGY

Barber exemption to the cosmetology law is too broad.	Update information to licensees regarding cosmetology rules and regulations (I).
Legislative mandates.	

COUNSELING, BOARD OF EXAMINERS IN

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF EXAMINERS IN COUNSELING

Improper appointment of
Board members to terms that
expire on date other than the
normal expirations of terms.

Periodic upgrade of computer
hardware and software (I).

COURT OF CIVIL APPEALS

BRANCH OF GOVERNMENT: Judicial

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

COURT OF CIVIL APPEALS

	Funding for technology.	Sufficient personnel to meet constitutional mandate to act (I).
--	-------------------------	---

COURT OF CRIMINAL APPEALS

BRANCH OF GOVERNMENT: Judicial

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

COURT OF CRIMINAL APPEALS

Retirement of experienced
staff (I).

Funding for technology.

CREDIT UNION ADMINISTRATION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

CREDIT UNION ADMINISTRATION

Agency Level

	Conversion to or merger of state chartered credit unions with federally chartered credit unions because of excise tax burden imposed on state but not federally chartered credit unions will seriously decrease agency's only revenue source.	Ability to retain qualified as well as experienced examiner staff at salary levels commensurate with the federal regulator, NCUA.	
Operating Fee Revenue from State Credit Unions		Salary range for agency positions below federal and other state agencies.	Increase examination staff by 3 FTE and 1 contractual (I).

CRIME VICTIMS COMPENSATION COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

CRIME VICTIMS COMPENSATION COMMISSION

Improve restitution recovery
efforts to generate more
revenue (I).

CRIMINAL JUSTICE INFORMATION CENTER

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

CRIMINAL JUSTICE INFORMATION CENTER

Uniform Crime Reporting

	ACJIC has a limited number of servers and programming staff; databases must be transitioned from existing mainframe into server environment, requiring significant financial resources and additional hardware, software and programming (I).	Some law enforcement agencies lack internet access and the new reporting system under development is web-based.
--	---	---

Field Operations

	State merit system classification for ACJIC law enforcement personnel has lower pay rate than other law enforcement personnel statewide, making it hard to attract and retain high quality staff. Need additional funding for staff and training.	ACJIC will take control of LETS eff. Jan. 2005; this will require additional training and auditing staff, as well as additional procedures (I). System misuse/abuse by user agencies. State and federal regulations.
--	--	--

Administrative and Fiscal Support

Current state funding will not meet agency's expansion requirements.	State Personnel Department will not always allow us to create and fill positions that we need to achieve necessary goals.	Do not have sufficient personnel to provide services that must be provided as agency grows; some added personnel will be required and some positions must be upgraded as agency expands to meet user needs (I).
--	---	---

DEVELOPMENT OFFICE, ALABAMA

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALABAMA DEVELOPMENT OFFICE

Economic Development

Resolution of Crum federal lawsuit to stop the drain on ADO finances.	One-third of staff is retirement eligible with no plan for succession (I).	Too much time and resources are focused on coordination with local developers with no significant impact on project generation (I).
	Merit system hinders hiring of qualified personnel.	Duplication of efforts by non-economic developers that interfere with the division's ability to make good business decisions on economic projects (I).

Alabama Film Office

Alabama's film-related incentives are not competitive with other major film states.	Budget constraints restrict marketing and lead development opportunities.	Redirect staff efforts to developing and pursuing leads among writers, producers and directors (I).
---	---	---

DIETETIC/NUTRITION PRACTICE, BOARD OF EXAMINERS FOR

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF EXAMINERS FOR DIETETIC/NUTRITION PRACTICE

Appoint Board members more timely.		Need website for on-line application and verification of licensees (I).	Changes in National ADA Continuing Education verification has shifted to state's responsibility.
------------------------------------	--	---	--

DISTRICT ATTORNEYS

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DISTRICT ATTORNEYS

In FY06, DA worthless check units will lose \$1.25 million: \$0.5 million due to EFTs and debit cards, \$0.5 million due to private collections, and \$0.25 due to check clearing for 21st Century Act (I).

DA's are handling 100% of criminal prosecutions for \$24.1 million, whereas Indigent Defense is handling 50-60% of criminal cases for \$43 million.

Lack of funding seriously hinders hiring of qualified long-term personnel.

DRYCLEANING ENVIRONMENTAL RESPONSE TRUST FUND ADVISORY BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DRYCLEANING ENVIRONMENTAL RESPONSE TRUST FUND BOARD

Maintaining active board
members (1).

ECONOMIC AND COMMUNITY AFFAIRS, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTIONS OF GOVERNMENT: Economic Development

Environment and Natural Resources

General Government

Health and Human Services

Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF ECONOMIC & COMMUNITY AFFAIRS

Workforce Investment Act Program

Law Enforcement Planning & Development

State law on learner's permit prohibits \$0.7 million federal award; law change needed.

Planning Program

Renewal Communities/OMBE: Legislation needed to allow enterprise zone program to support retail.

CDBG: Merit system fails to identify quality candidates.

CDBG: Tight controls over departments by Dept. of Personnel hinders productivity.

CDBG: Lack of options to motivate employees through system of rewards.

Community Services: New federal performance standards must be communicated to CAAs.

ARC: Grant Program needs information on availability of technology in the schools.

Administrative Support Services

Finance Dept. should provide a framework for electronic payments to payees.

Personnel Dept. should establish procedures to attract candidates with knowledge of new technologies and establish/update registers quickly with selection methods by which IT skills can be identified.

Need ongoing and expanded support from Information Services and Telecommunications Divisions in Finance Dept. for current and future systems.

Overhaul state purchasing system to increase service and quality.

Energy Management

Merit system hinders hiring of qualified people.
No existing classification in the merit system to meet the needs for science and technology programs.

BRANCH OF GOVERNMENT: Executive

FUNCTIONS OF GOVERNMENT: Economic Development

Environment and Natural Resources

General Government

Health and Human Services

Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

Energy Management

		Merit system hinders hiring of qualified people.
		No existing classification in the merit system to meet the needs for science and technology programs.

Surplus Property

Water Resources Program

Water law in Alabama does not reflect current needs, should be enhanced.	Funding for water litigation.	Ability to hire and maintain capable staff.
		Need a Water Resources Option through Personnel Dept. to enhance productivity.

EDUCATION EMPLOYEES' HEALTH INSURANCE BOARD, PUBLIC

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

PUBLIC EDUCATION EMPLOYEES' HEALTH INSURANCE BOARD

National medical trends, new
technologies and provider
price increases.

EDUCATION, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Education

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF EDUCATION (NOTE: This summary provides detailed coverage only for financial assistance activities. Only a few issues in other activities are shown.)

Agency Level

Demands of IT and data analysis continue to increase the need for additional staff with a higher level of technical expertise (I).

Department faces issues regarding outsourcing certain employment related tasks due to state level hiring/transfer/promotion and retention policies and procedures.

Federal Programs

Shortage of personnel to meet demands of NCLB (I).

Lack of collaborative efforts between sections of department (I).

Lack of appropriate procedures that promote progress (I).

Building capacity in Local Education Agencies (LEAs) to improve student achievement.

Identifying problems that impede student achievement and finding solutions.

NCLB - Research and Development

Proposed amendments to federal legislation will increase time needed to modify NCLB related programs and plans and the amount of time and other resources needed for staff training.

Agreement among senior department staff regarding role and assignments for NCLB R & D office (I).

Half-time clerical support is needed to increase efficiency and productivity (I).

EDUCATION, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Education

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

Child Nutrition

Detect and remove fraud through timely audits and reviews.

Provide better meals for children.

Increase accountability.

Career Tech

Funding structure from the Foundation Program is a critical issue. As an elective, career tech programs are among the first to be cut in times of financial crisis. The Foundation Program allows programs to be maintained at the level established in 94-95. This protects in a minimal way but reduces funding that directly impacts students.

Shortage of state staff to administer quality program statewide (I).

Strong communication activities to influence public opinion about value of career tech must be omnipresent.

Strong business partnerships must be established, nurtured, and maintained to build credibility and confidence in the product of career tech program.

Special Education

Possible increased federal requirements for special ed from reauthorization of IDEA by Congress.

Inadequate funding for special ed.

If federal funds for special ed increase, state funds must increase to meet maintenance of effort requirements.

Identification of additional revenue sources for prison education.

Adequate professional development for department staff.

Merit pay scale does not attract qualified and skilled applicants.

Utilization by special ed teachers of the student management tracking system.

Lack of adequately trained, certified, and highly qualified special ed teachers.

Adequate department staff to provide technical assistance and compliance monitoring.

Collecting and reporting of accurate student data.

Meeting complicated federal requirements of NCLB.

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Education

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Tobacco Settlement						
		Merit pay scale does not attract qualified and skilled applicants.		Shortage of personnel to monitor LEAs more closely (I).		
Teacher In-Service Centers						
	Funding has not kept pace with increased demands from the department and LEAs as they continue to meet higher accountability standards.			Need for full-time professional development staff at each center.		
				In-Service centers are critical to closing achievement gap with other states.		
National Board Professional Teaching Standards						
	This line must increase by 15% per year to meet demand if program is to continue.			Additional clerical staff to handle larger volume of applications for the program (I).		
	Compensation for NBCT teachers should be awarded to the LEA as part of the salary matrix calculation and the LEA should receive reimbursement from the SDE.					
Exit Exam Failure Remediation						
				Review core course content areas to assure assessment alignment.		
				Increase collaboration among various community groups to provide adequate remedial opportunities.		
Jobs for Alabama Graduates						
	Funding structure supports only enough revenue to fund approximately 50% of 20 local school systems per year. LEAs provide the rest.			Exposure and understanding of the JAG national model. Lack of staff time for this is critical.		
				Strong business partnerships must be established and maintained to build capacity, credibility, and support.		

EDUCATION, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Education

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Financial Assistance - Preschool Program						
Possible increased federal requirements for special ed from reauthorization of IDEA by Congress.	If federal funds for special ed increase, state funds must increase to meet maintenance of effort requirements.	Merit pay scale does not attract qualified and skilled applicants. Adequate professional development for department staff.		Collecting and reporting of accurate student data. Adequate department staff to provide technical assistance and compliance monitoring.		
Professional Development/Computer Training						
				LEAs provide the necessary technology, equipment upgrades and maintenance to achieve educational goals. Sufficient staff to meet requests.		
Professional Development/Computer Training						
				LEAs provide the necessary technology, equipment upgrades and maintenance to achieve educational goals.		
Student Assessment						
	Possible loss of federal dollars for test administration could warrant need for \$3.6 million of additional state dollars to maintain student assessment program and accountability program.					
Teacher Certification/Education						
			Technology support needed for teacher certification is not yet available.			
SDE Accounting						
			Lack of IT support for accounting section applications.			

EDUCATION, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Education

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Tenure Arbitration Costs						
	Limited "qualified" arbitrators as defined by the law. Costs can be reduced by identifying more in southeastern region.			Just beginning to establish baseline data on frequency of initiation of actions.		
Math/Science/Technology Initiative						
		Training needed to create a pool of certified trainers to conduct Summer Institutes.				
School Accountability Report Card						
				Overcoming self-imposed obstacles within state government that impede data collection, printing, and distribution of report cards.		
Alabama Science in Motion						
		Continuing increase in science teachers teaching out of field: during 2002-03 school year, 34% of biology teachers, 62% of chemistry teachers, and 87% of physics teachers were outside their major field of study. These %s have been growing by 1% per year over the last decade.				
Disability Determination						
	Adequate and timely funding by the Social Security Administration.	Hiring and retaining qualified personnel to meet the ever-changing Social Security program requirements (I).	Potential problems in the implementation and stability of the paperless, electronic process. Dependability, stability, and efficiency of the Social Security Administration's case data storage and retrieval system.			

EDUCATIONAL TELEVISION COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Cultural

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

EDUCATIONAL TELEVISION COMMISSION

Merit system hiring procedures
conflict with FCC mandates for
expanded recruitment.

Quality and integrity of
commercial electrical utility
feeds to transmitter sites
cause premature failure and
down time of extremely
expensive equipment.

Reduce down-time and off the
air situations across the state
(I).

ELECTRICAL CONTRACTORS, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF ELECTRICAL CONTRACTORS

Increase number of
newsletters and
communication with licensees
(I).

Promote licensure in rural
areas.

ELECTRONIC SECURITY BOARD OF LICENSURE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

ELECTRONIC SECURITY BOARD OF LICENSURE

Improve efficiency of
application processing (I).

EMERGENCY MANAGEMENT AGENCY

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

EMERGENCY MANAGEMENT AGENCY

Civil and Natural Protection

Availability of state funds to meet the required match of federal funds.

Administration

Availability of additional federal funding is contingent upon state matching funds (20-25%).

Training in emergency management and related programs is needed at both the state and local levels (I).

Staff is not currently sufficient to provide needed planning, mitigation, response, and recovery services (I).

Existing EOC in Clanton is not big enough to accommodate the needed staff or the additional personnel brought in during response to an event (such as Hurricane Ivan).

EMPLOYEES' INSURANCE BOARD, STATE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

STATE EMPLOYEES' INSURANCE BOARD

State Employees' Insurance Board Expense

Implementation of newly enacted changes in State Employees' Health Insurance Plan.

State Employees' Health Insurance Fund

Lack of members' personal responsibility for their health care (I).

Rising health care costs, increased utilization, and an aging population (I).

EMPLOYEES' RETIREMENT SYSTEM

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

EMPLOYEES' RETIREMENT SYSTEM

Economy impacts investment
returns and rates of member
retirement and withdrawal.

Improve communications to
members (I).

ENGINEERS AND LAND SURVEYORS, STATE BOARD OF LICENSURE FOR PROFESSIONAL

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE BOARD OF LICENSURE FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS

Changes to licensure law to allow payment directly to outside exam administrator and allow for larger carryover of funds at the end of the fiscal year.	Availability of outside information systems resources.	Educate the public on responsibilities of the board vs. the courts in resolving complaints (I).
---	--	---

ENVIRONMENTAL MANAGEMENT, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF ENVIRONMENTAL MANAGEMENT

Administrative Division

Statewide constraints such as hiring freezes and purchasing freezes.

Complete IT transition from WANG to ORACLE (I).

Adequate staff (I).

Water Division

Reduce time for enforcement actions (I).
Resources required to respond to social/zoning and smiliar issues outside ADEM's authority.

Air Division

Reduce time for enforcement actions (I).
Resources required to respond to social/zoning and smiliar issues outside ADEM's authority.

Land Division

Reduce time for enforcement actions (I).
Resources required to respond to social/zoning and smiliar issues outside ADEM's authority.

Field Operations Division

Provide technically-trained staff (I).

Resources required to respond to social/zoning and similar issues outside ADEM's authority.

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALABAMA ETHICS COMMISSION

Our Compliance and Investigation Divisions are underemployed and tools available to us are not being used. We are requesting an additional 3 employees in order to use the computer system for our Compliance Division and to assist the Investigations Division (I).

BRANCH OF GOVERNMENT: Legislative

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF EXAMINERS OF PUBLIC ACCOUNTS

Lack of funding causing
personnel layoffs.

FAITH-BASED AND COMMUNITY INITIATIVES, OFFICE OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

OFFICE OF FAITH-BASED AND COMMUNITY INITIATIVES

Increase in state funding to
allow the state to receive its
full award for AmeriCorp
admin.

Maintain adequate trained
staff to administer federal
awards (I).

FAMILY PRACTICE RURAL HEALTH BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

FAMILY PRACTICE RURAL HEALTH BOARD

Gaining admittance into
medical school for students
from rural areas.

Image of family practice as
"inferior" to other specialties.

FARMER'S MARKET AUTHORITY

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

FARMER'S MARKET AUTHORITY

Timely issuance and
accountability of FMNP
benefits from partnering
agencies/organizations.

The state hiring process does
not lend itself to acquiring the
most qualified personnel.

State purchasing system does
not provide the most cost-
effective services.

FINANCE, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF FINANCE

Agency Level

Antiquated technology (I).

Fiscal Management - Budgeting

Decisions needed to prepare budget and associated appropriation bills are not timely to prevent errors (I).

Increased workload through more required analysis due to *Smart Budgeting*.

Fiscal Management - Comptroller

Funding levels are inadequate.

Finding qualified personnel is difficult using the merit system.

Antiquated technology (I).

75% of management personnel are eligible for retirement, with no clear plan for succession (I).

Fiscal Management - Debt Management

Obtain a stable funding source related to services provided.

The promoting and hiring of qualified personnel is difficult within present merit system.

More reliable and affordable computer services.

Fiscal Management - Purchasing

Funding levels are extremely inadequate.

Outdated purchasing laws and policies - therefore methods are outdated.

General Administrative Services and Cost and Property Management

General Fund appropriations continue to decrease.

Private developers are providing costly space to state agencies and departments

Inadequate rental rates (I).

Vacant buildings are increasing - excessive vacant space.

FINANCE, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
General Services - Mail						
	Provide incentives for cost savings (e.g. if an agency reduces its costs, allow the agency to keep a percentage of its cost saving in lieu of reverting the whole amount to the General Fund).	Current hiring system hinders long-term workers.		Lack of customer satisfaction, customer education and product and service awareness (I).	Inappropriate operational space (I).	
General Services - Supply Services						
			Inefficient automated system supporting supply inventory.	Agencies not purchasing from central supply.	Inappropriate operational space.	
				Customer satisfaction and customer education (I).	Change in vendor practices will require additional warehouse space (I).	
General Services - Motor Pool Operations						
	State mileage rate is tied to allowable federal rate.			Current motor pool fuel options don't include an alternative fuel system (I). Fleet management plans need to be established (I).		
General Services - Printing & Publications						
		Difficulties in acquiring and maintaining trained staff under merit system.		Unrealistic job turnaround demands made by some customers. Frequent state policy changes. Vendor persuasiveness with user agencies.	Proliferation of high speed copiers purchased by user agencies.	
Information Systems - Telecommunications and Data Services						
			Lack of statewide IT planning and budgeting (I).	Lack of customer focus (I). Inadequate internal workforce to support critical missions (I). Deficiencies in disaster recovery services for critical IT systems and applications (I). Inefficient internal business processes and systems (I).		

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

Risk Management - State Insurance Fund

State law and procedures hinder timely issuance of payments on claims.	Training opportunities are seldom made available.	Inadequate staffing delays follow-up surveys on buildings (I). Claims vacancies have delayed prompt payments (I).
--	---	--

Risk Management - General Liability Trust Fund

State employees lack independent representation on liabilities cases.	Training opportunities are seldom made available.	Loss control activities are minimal (I).
---	---	--

Risk Management - State Employee Injury Program

Claim file maintenance and storage is cumbersome and labor intensive (I).	Compensability of claims is often delayed due to difficulties obtaining records from state agencies and health care providers (I).
---	--

Risk Management - State Employee Assistance Program

Insufficient funding to adequately cover program cost (I).	Participation in program by agencies fluctuates, since the program is voluntary. Inadequate staffing to properly administer the program (I). Slow response time on handling cases, referrals, and follow-ups (I). Fluctuating customer base adversely impacts long-range planning (I).
--	---

Administrative Services - Finance Director

Process changes are challenging for many agencies.
--

Administrative Services - Administrative Services

Additional training needed for staff (I). Personnel manager position vacant (I).	Inefficient business processes and systems. Lack of access to quality reference material (I).
---	--

FINE ARTS, ALABAMA SCHOOL OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

ALABAMA SCHOOL OF FINE ARTS

rigid state 4 x 4 curricular requirements hinder maximum student progress in arts programs.

Increase public and private support for campus improvements.

Narrow state testing requirements that do not support advanced learning priorities.

Lack of preferred performance facilities for optimal instruction (I).

FLEXIBLE EMPLOYEES' BENEFIT BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

FLEXIBLE EMPLOYEES' BENEFIT BOARD

Lack of trained staff to
adequately handle increased
enrollments.

FORENSIC SCIENCES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF FORENSIC SCIENCES

Agency Level

		Employee retention and promotion (I). Shortage of qualified applicants in certain areas of expertise.		Inadequate staff, facilities, equipment and supplies.	Outdated equipment and inadequate facilities (I).
--	--	--	--	---	---

Pathology - Death Investigation

No control of the number and type of cases received (Title 36-18-2, Code of Alabama).	Cost of body transport remains constant.	Retention of trained medical professional staff and support personnel (I). Inability to provide competitive salary to recruit medical examiner professionals (I). Limited number of qualified medical examiners nationwide.			Adequate funding for Birmingham-Hoover Medical Examiner Facility.
---	--	---	--	--	---

Toxicology - Case Work

No control of the number of cases received for analysis (Title 36-18-2, Code of Alabama).	Lack of funding to hire qualified toxicology staff.	Retention and advancement of trained toxicology staff (I).			Maintain an adequate level of analytical instrumentation (I).
---	---	--	--	--	---

Toxicology - Implied Consent

	No direct correlation between high number of tests conducted and low fine revenues deposited to Alabama Chemical Testing Training and Equipment Trust Fund. Federal funding received too late in the year for use.	Retention and advancement of trained Implied Consent staff (I).	No IT programmers on staff specifically focused on Implied Consent (I).	Steady increase in officers requesting training. Number of officers reserving training slots but failing to show up. Number of service calls required for maintenance of breath-testing instruments.	Number of breath-testing instruments vs. demand (I).
--	---	---	---	--	--

FORENSIC SCIENCES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Criminalistics - Chemistry						
No control of the number of cases submitted for analysis (Title 36-18-2, Code of Alabama).		Retention and advancement of trained drug chemistry staff (I).	Maintain an adequate level of LIMS workstations to allow access for chemists to report cases (I).	Increasing number of clandestine lab cases, scene investigations and chemistry substances submitted for analysis.	Maintain an adequate level of analytical instrumentation (I).	
Criminalistics - Firearms and Toolmarks						
No control of the number of cases received for analysis (Title 36-18-2, Code of Alabama).		Retention and promotion of qualified firearms/toolmarks staff (I). Hiring of one scientist and two lab technicians.			Insufficient numbers of instruments and equipment to analyze FA/TM cases (I).	
Criminalistics - Forensic Biology (DNA)						
Legislative approval to increase the current \$2.00 fee for the DNA Database Fund to \$10.00.		Retention and advancement of trained DNA staff (I).	Yearly maintenance contracts on DNA instrumentation for FY06 (I).		Adequate analytical instrumentation, computers and robotics for DNA analysis (I). Montgomery and Birmingham-Hoover labs completed by FY06 (I).	
Administrative Services						
				Increase in scientific staff results in increased demands on administrative staff (I).	Inadequate staff, facilities, equipment and supplies to provide administrative support.	

FORESTERS, BOARD OF REGISTRATION FOR

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF REGISTRATION FOR FORESTERS

Clarify professional practices
delineations.

Sunset Committee Review FY
05.

Develop succession plan for
Executive Assistant position
(scheduled retirement May
2006) (I).

FORESTRY COMMISSION, ALABAMA

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

ALABAMA FORESTRY COMMISSION

Finance Dept. policies concerning hiring, raises and per diem have resulted in increased turnover.

Personnel vacancies have increased response time to emergencies and requests for assistance (I).

FOREVER WILD LAND TRUST BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

FOREVER WILD LAND TRUST BOARD

Enhance internal grant
application capability (I).

Work with external appraisers
associated with federal grant
applications and valuations (I).

FOREVER WILD STEWARDSHIP BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

FOREVER WILD STEWARDSHIP BOARD

Demand from public for
increased access to land will
be beyond current funding
abilities.

FUNERAL SERVICE, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF FUNERAL SERVICE

Staffing and funding
limitations to providing optimal
enforcement (I).

Lack of Consensus on
regulation enhancements such
as continuing education.

More mortuary school
graduates will be taking
national exam at school,
lowering the number of
applicant for state exam.

GEOLOGICAL SURVEY

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

GEOLOGICAL SURVEY

Manpower shortages in key
technical and support areas
(I).

Need to upgrade, update,
and/or replace vehicles and
equipment (I).

Deferred maintenance of
physical plant and facilities (I).

GEOLOGISTS, BOARD OF LICENSURE FOR PROFESSIONAL

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF LICENSURE FOR PROFESSIONAL GEOLOGISTS

Encouraging expired licensees
who are still conducting
business as a Geologist to
renew and maintain active
licensure.

Maintaining current licensee
contact information and
maintaining quarterly
newsletters to licensees (I).

GOVERNOR, OFFICE OF THE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

OFFICE OF THE GOVERNOR

Ability to attract, retain, and develop high quality employees (I).

Difficult to reward individuals for performance or productivity.

Effective communication with staff, agencies, the legislature, other key stakeholders, and the general public (I).

Allocation of limited resources to effectively manage demanding workload (I).

Challenge of managing agencies/departments that are not under the purview of the Governor.

Difficult to reward agencies for performance or productivity.

GOVERNOR'S OFFICE ON DISABILITY

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

GOVERNOR'S OFFICE ON DISABILITY

Lack of statutory authority for the office.

Lack of communication between this Office, the Governor and his staff.

Newly appointed coordinator's lack of experience in writing grants to secure funds.

HEALTH, DEPARTMENT OF PUBLIC

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	-------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF PUBLIC HEALTH

Agency Level

Failure to settle outstanding Medicaid matching issues with CMS could threaten financial base of department.	Current state appropriations are inadequate to fully match available federal programs and fund mandated state programs.	High percentage of senior staff is eligible for retirement and many are in DROP program (I).	ISD information technology services must be more responsive, effective and cost efficient.	Public health concerns include well-being of an aging population, protection of elderly in assisted living facilities, maintaining elderly and disabled in their homes, and protecting the elderly from fraud and abuse. A comprehensive program involving AG, ADSS, and ADPH is needed.	A comprehensive e-commerce approach to procurement and other back office processes is needed.
	A comprehensive e-commerce approach to payments and other back office processes is needed.	State personnel system must provide qualified merit and contract workforce when needed.	A comprehensive e-commerce approach to back office processes is needed.		

Family Health Services

	Continuation of PlanFirst Medicaid Waiver is essential to funding family planning initiatives. Increasing cost of clinical supplies.	Need for staff training of those providing family health services (I).			
--	---	--	--	--	--

Family Health Services

	ADAP match fluctuations require greater state funds for AIDS drugs. Volatility in vaccine cost and availability.		Acquiring objective measures for matching staffing to workload (I). Conflicting preferences about behaviors such as tobacco use, willingness to be vaccinated, and sexual activity. Threat of terrorism, natural disasters, and naturally occurring pandemic disease.		
--	---	--	---	--	--

Clinical Lab Support

			Need comprehensive lab information system (I).		Need to replace obsolete equipment (I).
--	--	--	--	--	---

HEALTH, DEPARTMENT OF PUBLIC

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
County Operations						
	Need state and local fund sources providing stable growth as base for matching funds.	Timely availability of qualified applicants to fill jobs critical to the delivery of public health services, especially nurses. Pay scale for entry level environmentalists is not adequate to attract and retain employees.			Need to replace, renovate, and expand county public health facilities (I).	
Health Statistics						
	Last fee increase in vital statistics was 1992. Cost increases since then have depleted VS fund. Fee increase is required to prevent reductions and enhance internet services (I).	Availability of appropriately trained statistical analysts.	Use informatino technology to continue making improvements in vital record operations (I). 9/11 has increased needs of government agencies for vital record information.			
Environmental/Regulatory						
Enabling legislation to address air ambulances, trauma system development, regulatory clarification issues, and fee structure issues.		Amount and complexity of training required for surveyors and environmentalists (I).	Develop automated systems to increase efficiency.			
Children's Health Insurance Program						
	State funding to match available federal grant.		Development of improved computer systems for program administration (I).			
Agency Administration						
	Improve core state business processes for payment for services, travel, and goods.		Use of information technology to enhance efficiency and effectiveness (I).	State business systems must be responsive to the department's need to meet financial and workforce demands driven by the fund sources so that these resources can be fully utilized.		Improve core state business processes for procurement of services and goods.

HEALTH PLANNING & DEVELOPMENT AGENCY, STATE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE HEALTH PLANNING & DEVELOPMENT AGENCY

Changes in legislative acts/moratoriums have decreased incoming revenue.	Lack of agency personnel to perform required functions in a timely manner (I). Due to recent legislative acts, the SHCC has adopted a plan to review the State Health Plan annually (I). Data received from healthcare facilities contain multiple errors in reporting and incorrect/incomplete forms.
--	--

HEARING INSTRUMENT DEALERS BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

HEARING INSTRUMENT DEALERS BOARD

Need to change the law to exclude the designated fees.	Cost Increase for national exam.	Need to create website for verification of licensure (I).
Present legislation to increase fees to self sustain.	Unable to pay Board members for their services. They donate their services.	

HEATING AND AIR CONDITIONING CONTRACTORS, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF HEATING AND AIR CONDITIONING CONTRACTORS

No certification requirement for technicians who often perform the work.

Public falsely representing themselves as HVAC contractors.

Improve public awareness and provide pertinent information to licensees (I).

Increase in number of field investigators (I).

HIGHER EDUCATION, ALABAMA COMMISSION ON

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Education

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALABAMA COMMISSION ON HIGHER EDUCATION

Agency Level

Statutory nature of ACHE vs. constitutional stature of some education entities.	Inadequate funding of ACHE and student financial aid programs. Legislative mandates with no funding.	Potential retirement of several senior executives (I).	Maintain resources needed to fulfill mandates, particularly staffing (I).
---	---	--	---

Planning & Coordination

Oversight of degree-granting private institutions operating in Alabama as corporations is inconsistent due to division of oversight between ACHE and Dept. of Postsecondary Education.	Increased investment in higher education to leverage available federal and private dollars.	Computer system purchased in 1989, no longer upgradable or supported by manufacturer (I).	Perception that formula used to produce ACHE Standard is overly complicated and generates a statement of needs far in excess of higher education's share of revenues.
	Alabama is only state with no regular capital funding cycle.	Old software is labor-intensive and inadequate for data processing needs (I).	Need for additional strategies to demonstrate accountability in higher education.
	Ever-higher tuition due to lack of funding.		Collaboration among stakeholders in higher education.
			Increasing demands for data.

Student Assistance

Alabama Educational Grant Program awards are authorized up to \$1,200 per year, but currently are down to \$532 due to funding restrictions.
Alabama National Guard Educational Assistance Program awards are limited to \$1,000 per year, need to be increased to meet current tuition levels.
Technology Scholarships for Alabama Teachers have not been funded for two years.

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Education

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

State releases appropriated funds in equal quarterly installments, but institutions should receive them with tuition at start of each semester.

State is no longer eligible to receive federal funds for Alabama Student Assistance Program due to inadequate level of funding; one of only 3 states not participating.

Statewide Programs

Uncertainty associated with reauthorization of federal higher education act.

Minority Doctoral Scholarship Program participation will have to be reduced without extra funding.

External funding sources needed for initiatives to expand NAAL initiatives and resources.

Alabama Agricultural Land Grant Alliance

Need additional funds for matching federal assistance available to Alabama A & M and Tuskegee.

Find more effective ways to foster better communication and cooperation among scientists of the three universities (I).

Find ways to get agriculture leadership and clientele groups to utilize combined expertise of the three universities.

HISTORICAL COMMISSION, ALABAMA

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Cultural

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALABAMA HISTORICAL COMMISSION

Historical Resources Management

Due to low interest rates and return on trust fund investment, income expected to be reduced.

Need to review and develop consensus concerning AHC's direction and priorities (I).

Capital Outlay

Size of staff not adequate to keep up with the needed maintenance of sites (I).

Deferred maintenance of sites increases the cost of repairs and speed of decay.

HOME BUILDERS LICENSURE BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

HOME BUILDERS LICENSURE BOARD

Eliminate county population
and general exemptions.

Acquire additional office space
for Board's staff (I).

HOME MEDICAL EQUIPMENT SERVICES PROVIDERS BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

HOME MEDICAL EQUIPMENT SERVICES PROVIDERS BOARD

To ensure that all entities
proving home medical
services not exempt by law are
licensed and regulated.

Improve public awareness and
provide pertinent information
to licensees (I).

HOMELAND SECURITY, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF HOMELAND SECURITY

Internal Office Administration

Maintain current level of funding to provide for administrative requirements and incremental staff increases.

Federal Homeland Security Grant Administration

Annual grant funding amounts are variable; often delayed as much as six months by the federal government.

Federal Homeland Security Grant Program

Federal homeland grants must be spent within a 2-year period (with subsequent authorized extensions).

Local jurisdictions must purchase equipment, submit receipts, and normally experience a 4-6 month federal reimbursement delay.

State contracting constraints sometimes result in delays to procurement process.

HUMAN RESOURCES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF HUMAN RESOURCES

State Administration

Lack of adequate state funds to support growth in demands on services and anticipated reductions in federal funds.

Lack of operational back-up site for State Data Center as mandated by federal policy and industry SOP.

Improve housing and equipment for state and county offices (I).

County Administration

Need a plan for training individuals as successors to leadership positions in counties (I).

Continuing to receive same level of community support.

Adult Protective Services

Lack of specific federal funding for Adult Protective Services.

Lack of adequate training program (I).

Lack of adequate number of assigned staff (I).

Temporary Assistance to Needy Families

Proposed new federal welfare reform legislation.

Lack of sufficient trained staff in all counties to operate the program (I).

Lack of sufficient trained staff in state office to design and monitor the program (I).

Lack of sufficient trained computer programming staff to enable responsive and accurate system maintenance and updates (I).

Child Foster Care

Shortage of judicial court dockets, along with continuances and lengthy appeals, impact compliance with ASFA standards.

Lack of sufficient resources for foster family homes, therapeutic foster care, residential facilities, transitional and independent living programs, and adoptive homes available in accordance with individualized service planning process (I).

HUMAN RESOURCES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES		FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Child Adoption							
		Lack of continued availability of federal IV-B Safe & Stable Funds for Adoption Promotion.			Lack of adequate number of staff dedicated to complete adoption process and legal steps (I).		
					Lack of adoptive resources interested in adopting special needs children, especially older youth.		
Child Protective Services							
		Lack of continued availability of federal IV-B Safe & Stable Funds.			Caseloads are difficult for workers handling child abuse/neglect reports and ongoing child protective services (I).		
					Lack of community support and resources for serving at-risk children.		
Child Day Care							
		No additional federal funds for day care without congressional action.			Inadequate staff to perform mandated licensing functions (I).		
		Inadequate state funds to provide care for 15,000 children on the waiting list.			Inadequate numbers of highly trained, caring child care workers (I).		
Child Day Care							
The legal requirement that most actions be taken judicially rather than administratively results in a low level of efficiency.		Federal deficit reduction may limit federal funds available.		Limited automation reduces the effectiveness of staff (I).			
		Judicial budget problems may decrease court time available to the program.					
Food Assistance							
			Lack of adequate program resources to provide training (I).	Lack of sufficient automation (I).	Inadequate number of trained staff to perform mandated functions (I).		
Family Options							
			Staff turnover impacts caseload standards and consistency of trained workforce (I).	Lack of integrated information system creates increased workload for child welfare staff (I).	Increase in number of foster care children with severe emotional and behavioral conditions.		

INDIAN AFFAIRS COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

INDIAN AFFAIRS COMMISSION

Agency must be the only
avenue through which Indian
groups request and receive
state recognition.

INDUSTRIAL DEVELOPMENT AUTHORITY

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

INDUSTRIAL DEVELOPMENT AUTHORITY

Obtain a stable funding source
related to services provided.

Lack training to develop and
maintain website (I).

More reliable and affordable
computer services.

INDUSTRIAL RELATIONS, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF INDUSTRIAL RELATIONS

Unemployment Compensation Administration & New Hire Division

	Lengthy process required by Executive Budget Office for Operations Plan revisions.	Excessive employee turnover rate at Montgomery call center (I).	Need to improve discovery of overpayments (I).
--	--	---	--

Employment Service & Employment Security

Funding is dependent on enactment of state "enhancement" legislation, congressional authorization, and negotiation of state service delivery contract.	Lengthy process required by Executive Budget Office for Operations Plan revisions.	Will experience a significant loss of experienced employees through DROP, causing a managerial succession problem (I).	Size of office network (number of offices) must be reduced to maintain efficient operations (I).
--	--	--	--

Labor Market Information

	Lengthy process required by Executive Budget Office for Operations Plan revisions.	Coordination & collaboration of data-mining efforts to address demand-driven local WIA planning area needs (I).
--	--	---

Industrial Safety & Accident Prevention & Abandoned Mine Lands

Reauthorization of AML programs at national level.	Lengthy process required by Executive Budget Office for Operations Plan revisions.	Coordination of inspection schedules among state and federal agencies (I).
		General fund budget restraints hinder legally mandated mine inspection scheduling.

Workers' Compensation

Legislation addressing various sections of the workers' compensation law, including lack of authority to order or direct settlements or resolution of disputes.	Lengthy process required by Executive Budget Office for Operations Plan revisions.	Manually keying in each first report of injury and subsequent reports (I).	Scheduling of benefit review conferences due to lack of understanding (I).
---	--	--	--

Agency Administration

Need for "enhancement" legislation, which will continue funding of several employment services offices.	Lengthy process required by Executive Budget Office for Operations Plan revisions.	Adequately trained staff to replace retirees (I).	Large amount of paper printed by the mainframe (I).
---	--	---	---

INSURANCE, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF INSURANCE

Insurance Regulation and Collection

Proposed federal regulation would result in the federal government taking over responsibility for insurance rate regulation.

The Department plans to implement an Insurance Fraud Unit when the State Legislature passes proposed fraud legislation.

Proposed state legislation would increase licensing fees to fund staffing increases to meet the Department's goals.

Current preneed funeral law hinders the Department from optimal enforcement.

Staffing levels need to be increased to allow the Department to meet its goals and objectives (I).

Receivership

Staffing levels need to be increased to allow the Department to meet its goals and objectives (I).

Staffing needs continually vary depending upon the number and size of companies placed into rehabilitation or liquidation.

The future impact of insolvent pre-need funeral providers is difficult to assess because it is a relatively new area of responsibility.

The Department is responsible for expenses of a company in Receivership if or when the company's own funds are depleted.

INSURANCE, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Fire Marshal		Salary levels for deputies are not commensurate with the responsibilities and duties required.		Staffing levels need to be increased to allow the Department to meet its goals and objectives (I).	Additional funding is needed to purchase motorized equipment to assist with disaster responses (I).	
Administration				Staffing levels need to be increased to allow the Department to meet its goals and objectives (I).		
Proposed state legislation would increase licensing fees to fund staffing increases to meet the Department's goals.						

INTERIOR DESIGN, STATE BOARD OF REGISTRATION FOR

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE BOARD OF REGISTRATION FOR INTERIOR DESIGN

The Interior Design fund is separate from the General Fund. It is burdensome and expensive for small independently-funded agencies to go through extra appropriations, operations plan revisions, journal vouchers, and certain other accounting and budget request processes in order to access our funds. (We agree that a Board budget should be submitted each year).

Lack of a central governmental database with current contact, mailing, and billing information, has proven to be a major problem in timely receipt of important mail and shipments. There should be ONE database for this info instead of the Board trying to figure out which agencies, and even individuals, are using outdated info held in personal or computer files.

Lack of knowledge among design community and Sunset Committee members about the Interior Design law and legal role of the Interior Design Board and our members.

Too few office hours to properly serve registrants (I).

INTERPRETERS AND TRANSLITERATORS, LICENSURE BOARD FOR

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

LICENSURE BOARD FOR INTERPRETERS AND TRANSLITERATORS

<p>There is a fear that the Sunset Review Committee could view ALBIT unfavorable and disband it. This causes anxiety to the Board because of the desire to meet the need of the deaf community</p>	<p>Finances are not easily followed. A checkbook register format would make transparent reporting possible.</p>	<p>Meeting three times annually is not often enough to meet the demands of the licensure law (I).</p> <hr/> <p>It is vital that the agency work with other organizations to develop a larger pool of interpreters (I).</p> <hr/> <p>ALBIT needs a mentor for a few years until ALBIT Rules and Regulations, as well as its Standard Operating Procedures, are well established.</p> <hr/> <p>The state's demands, in addition to the Board's mission requirements, are too many and complicated for an all-volunteer Board to learn and facilitate quickly, especially when turnovers should occur every year due to staggered terms requirement.</p>				
--	---	---	--	--	--	--

JUDICIAL INQUIRY COMMISSION

BRANCH OF GOVERNMENT: Judicial

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

JUDICIAL INQUIRY COMMISSION

Rules of Procedure hinder performance of constitutional mandates and conflict with constitutional provisions.

State's financial management systems (AFNS and CAS) are not completely integrated, creating a cumbersome process which reduces time available for program activities.

Personnel Department policy impedes Commission's constitutional authority to appoint and direct its staff.

JUDICIAL RETIREMENT FUND

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

JUDICIAL RETIREMENT FUND

Economy impacts investment
returns & rates of member
retirement and withdrawal.

Improve communications to
members (I).

LABOR, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF LABOR

Agency Level

Additional funding needed to hire personnel for child labor enforcement.

Boiler & Pressure Vessel Board

Hiring the needed personnel to administer the law (I).

Elevator Safety Review Board

Hiring the needed personnel to administer the law (I).

Occupational Safety & Health Administration

Hire the needed personnel per grant performance standards (I).

Federal Government decides to discontinue surveys.

BOARD OF EXAMINERS FOR LANDSCAPE ARCHITECTS

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF EXAMINERS FOR LANDSCAPE ARCHITECTS

BRANCH OF GOVERNMENT: Legislative

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALABAMA LAW INSTITUTE

Loss of funding for Capital Intern program.	Need to modernize equipment for research (I).
Inadequate funding for current staff.	
Inadequate funding resulting in inability to hire reporter for projects.	

LEGISLATIVE COUNCIL

BRANCH OF GOVERNMENT: Legislative

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

LEGISLATIVE COUNCIL

LEGISLATIVE FISCAL OFFICE

BRANCH OF GOVERNMENT: Legislative

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

LEGISLATIVE FISCAL OFFICE

Retirement of critical LFO
personnel currently eligible for
retirement.

Retention of existing highly
qualified and experienced LFO
staff (I).

Unanticipated federal
legislation or another action at
the federal level or
unanticipated action by the
executive or judicial branches
of government at the state
level which impacts state
revenue and expenditures.

Sudden, unanticipated
changing economic conditions
or traumatic events which will
impact the state's economy.

Level of knowledge and
awareness of professional
staff regarding issues of
importance to alabama state
government and the Alabama
Legislature in general and
within each staff member's
respective assigned area (I).

LEGISLATIVE REFERENCE SERVICE

BRANCH OF GOVERNMENT: Legislative

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

LEGISLATIVE REFERENCE SERVICE

Replace several laptops
needed for payroll preparation
and research (I).

LEGISLATURE

BRANCH OF GOVERNMENT: Legislative

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

LEGISLATURE

LIBRARY SERVICE, ALABAMA PUBLIC

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

ALABAMA PUBLIC LIBRARY SERVICE

	Increases in library materials and automated database costs.	Limits of the merit system on hiring.		Limited coordination with state public school reading programs.	Funding to repair and maintain state facility.	State purchasing limitations and rules.
		Retirement of trained staff (I).			Funding for state public library capital improvements (construction).	
		Not enough trained professional IT staff (I).				

LIEUTENANT GOVERNOR, OFFICE OF THE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

OFFICE OF THE LIEUTENANT GOVERNOR

Receive adequate funding to
carry out legislative and
executive responsibilities of
the office.

Maintain full staff and require
efficient performance to
ensure the best public service
(I).

LIQUEFIED PETROLEUM GAS BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

LIQUEFIED PETROLEUM GAS BOARD

LIVESTOCK MARKETING BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

LIVESTOCK MARKETING BOARD

Receive, review, and issue charters in a timely and unbiased manner (I).
Continued expansion of Alabama's livestock marketing business.

MANUFACTURED HOUSING COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

MANUFACTURED HOUSING COMMISSION

MARRIAGE & FAMILY THERAPY, BOARD OF EXAMINERS IN

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF EXAMINERS IN MARRIAGE & FAMILY THERAPY

Board could be abolished without the Sunset Bill passing the Legislature.

Board has significant items found by the Examiners of Public Accounts which will prove detrimental to its continuation (I).

MESSAGE THERAPY, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF MESSAGE THERAPY

Insuring that all individuals
publicly advertising message
therapy services are
appropriately licensed and in
good standing with the Board.

Improving public awareness
(I).

MATHEMATICS & SCIENCE, ALABAMA SCHOOL OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

ALABAMA SCHOOL OF MATHEMATICS & SCIENCE

Current budget does not allow
for employing adequate full-
time teachers and adequate
salaries to maintain quality
personnel.

Improve educational courses
available to students.

MEDICAID AGENCY, ALABAMA

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

ALABAMA MEDICAID AGENCY

Agency Level

Settlement of financing issues
with CMS.

Train and retain staff (I).

General Administration

Merit system hinders hiring of
qualified personnel.

Improve fraud discovery and
recovery (I).

Purchasing system does not
handle personal services
contracts effectively.

Reduce time for nursing home
eligibility determinations (I).

Nursing Home Care

Adequately trained staff to
design & monitor program (I).

Reimbursement methodology
is set in state law.

Rapid growth of 65 & over
population.

Hospital Care

Adequately trained staff to
design & monitor program (I).

Use of inappropriate delivery
settings.

Physician Care

Adequately trained staff to
design & monitor program (I).

Use of inappropriate delivery
settings.

Pharmaceuticals

Adequately trained staff to
design & monitor program (I).

Pharmaceutical manufacturer
price increases.

Health Support

Adequately trained staff to
design & monitor program and
provider retention (I).

Use of inappropriate delivery
settings.

Alternative Care

Adequately trained staff to
design & monitor program (I).

Increase in over 65 population.

MENTAL HEALTH & MENTAL RETARDATION, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF MENTAL HEALTH & MENTAL RETARDATION

Agency Level

Minimize the potential and manage the existing litigation.

Improve identified staffing issues such as adequacy, consistency, depth at key positions, and training (I).

Improve information technology services to include capacity, growth, adequacy, and utilization (I).

Maintain facility/hospital certification/accreditation while addressing issues such as hospital overcrowding and serious incidents (I).

Maintain capital improvements at the aging DMHMR facilities (I).

Address the increasing costs of living to include energy costs and health care costs.

Maintain compliance with federal regulations.

Prevent the further loss of private psychiatric hospital beds.

Address the continued increase in probate admissions to psychiatric hospitals.

Mental Illness Institutional Care and Treatment

Admissions to acute care units of public psychiatric hospitals from probate courts has risen 20% in 3 years.

The number of private psychiatric beds has decreased by 500 in the past 3 years.

Mental Illness Community Services

Admissions to acute care units of public psychiatric hospitals from probate courts has risen 20% in 3 years.

The number of private psychiatric beds has decreased by 500 in the past 3 years.

MENTAL HEALTH & MENTAL RETARDATION, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

Mental Retardation Institutional Care and Treatment

				Incidents at state-operated facilities will continue to occur.
				Community consumers will require respite and crisis services from a developmental center.

Mental Retardation Institutional Care and Treatment

				Growth in waiting list for services.
--	--	--	--	--------------------------------------

Agency Administration

Increased energy costs.	Increased recruitment costs for shortage staff positions.	Obsolescence of technological equipment.	The stigma associated with mental illness is a barrier. Public and family education are critical needs. Collaboration among stakeholder groups is essential.
-------------------------	---	--	--

MILITARY DEPARTMENT

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

MILITARY DEPARTMENT

Agency Level

	Recruitment and retention of AL NG personnel (I).	Mobilization of units and personnel in support of federal missions.
--	--	---

Capital Outlay

	Scheduling of federal reimbursements.	Adequate personnel to manage projects and administer contracts (I).
--	--	---

Military Operations

	Scheduling of federal reimbursements by DFAS.	Limited staff levels increase time required to process transactions (I).	Age and design of facilities increases operational and maintenance costs (I).
--	--	--	---

NURSING, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF NURSING

Renewal period causes revenues and total number of licenses issued to be lower in LPN renewal year (even fiscal years)(l).
Number of nurses applying for initial licensure/renewing active licenses.

NURSING HOME ADMINISTRATORS, BOARD OF EXAMINERS OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF EXAMINERS OF NURSING HOME ADMINISTRATORS

The Board is up for Sunset
Review in FY05.

OCCUPATIONAL THERAPY, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF OCCUPATIONAL THERAPY

OIL AND GAS BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Environment and Natural Resources

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

OIL AND GAS BOARD

Need to upgrade, update,
and/or replace vehicles and
equipment (I).

Deferred maintenance of
physical plant and facilities (I).

ONSITE WASTEWATER BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

ONSITE WASTEWATER BOARD

Improve upon compliance (I).

Improve on continuing
education for licensees
through various sponsors.

PARDONS AND PAROLES, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF PARDONS AND PAROLES

Agency Level

	Funding to relieve large caseloads, buy supplies/equipment.	Staff development & training (I).
--	---	-----------------------------------

Administration

	Funding to upgrade/replace technology hardware/software.	Officer compensation survey/revision.
--	--	---------------------------------------

Field Services

	Merit system policies hinder process of hiring.	No control over number of persons placed on probation.	Process for obtaining personal service contracts is too cumbersome.
	Salary levels hinder hiring of qualified personnel.	No control over number of investigations requested.	
	Provide necessary training to staff (I).		

Residential Facilities

	Staff training issues (I).	Residential medication & medical treatment (I).
		Adequacy of treatment programs (I).
		Encourage public involvement in center programs.
		Maintain communication with outside law enforcement.

Operations

	Under current merit system policy, qualified personnel are often not reachable.	Automated records do not interface and are not accessible among agencies.
--	---	---

PEACE OFFICERS' ANNUITY AND BENEFIT FUND

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

PEACE OFFICERS' ANNUITY AND BENEFIT FUND

Inability to pass legislation to provide actuarially sound funding.

Payment to members will be an ever increasing projected future cost.

Must create membership proactiveness and awareness of the Fund's financial issues to assist in legislative efforts.

PEACE OFFICERS' STANDARDS AND TRAINING COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTIONS OF GOVERNMENT: Licensing and Regulation
Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

PEACE OFFICERS' STANDARDS AND TRAINING COMMISSION

Professional and Occupational Licensing and Regulation

	<p>Reduce backlog of academy graduates not scanned into imaging system and backlog of data not keyed into database, and keep up with current caseload (I).</p> <p>Continue to review and improve curriculum content (I).</p> <p>Receive and investigate complaints concerning violations of state laws, rules, regulations, falsified applications (I).</p> <p>Adequate staff to monitor law enforcement officer training, certification, and continuing education (I).</p> <p>Incomplete and/or improperly submitted applications wastes staff time and causes added expense.</p>
--	--

Certified Law Enforcement Academy Program

PERSONNEL DEPARTMENT, STATE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

STATE PERSONNEL DEPARTMENT

Ongoing litigation workload does not increase (Reynolds, Crum, US v Frazer, etc.).

Sufficient funding to maintain current operating levels of State agencies.

Sufficient trained staff to implement goals.

Conflicting customer interests (Example: agency head wants new examination while applicants on existing want job consideration).

Special interest legislation to change present procedures.

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

COMMISSION ON PHYSICAL FITNESS

Improve efficiency of staff and office operations even though there is a shortage of staff (I).
Recruit and train volunteers for programs and to raise additional in-kind services and monies.

PHYSICAL THERAPY, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

BOARD OF PHYSICAL THERAPY

Direct access for physical therapy treatment without physician referral.

Relocate office to larger space in the same building (I).

PLUMBERS AND GAS FITTERS EXAMINING BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

PLUMBERS AND GAS FITTERS EXAMINING BOARD

	Limited in our recruitment and retention of qualified personnel to meet the increasing demands of administering and enforcing 100% certification (I).		Decrease the number of uncertified workers in the state by enforcing compliance laws.		Lack of authority in procurement decisions for equipment and services needed to perform duties sufficiently and timely.
--	---	--	---	--	---

POLYGRAPH EXAMINERS BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

POLYGRAPH EXAMINERS BOARD

Resolve the use of
computerized voice stress
analyzer.

POSTSECONDARY EDUCATION, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF POSTSECONDARY EDUCATION

	State printing, purchasing, and mail do not provide quality and cost-effective services in a timely manner.	High attrition rate for IT professionals.	External reporting requirements generate large data gathering efforts.	State workforce development system is not centralized.
				Department of Postsecondary Education does not serve as IPEDS coordinator for two-year colleges in the state.
				Competency-based career tech curriculum does not reflect current industry certification.
Adult Education	Cost per adult learner remains too high (I).			Percent of adult population served remains too low (I).
	Federal funding will not increase significantly.			Continuing in-migration of non-English-speaking population.

PRESIDENT PRO TEMPORE, OFFICE OF THE SENATE

BRANCH OF GOVERNMENT: Legislative

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

OFFICE OF THE PRESIDENT PRO TEMPORE OF THE SENATE

Limited funding for adequate staffing coupled with growing responsibilities of the office, such as the Senate standing committee structure.

Operate in the most efficient and cost-effective manner due to limited state resources, providing necessary services with the limited funds available.

PROSECUTION SERVICES, OFFICE OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

PROSECUTION SERVICES, OFFICE OF

In FY06, DA worthless check units will lose \$1.25 million: \$0.5 million due to EFTs and debit cards, \$0.5 million due to private collections, and \$0.25 due to check clearing for 21st Century Act (I).

Lack of funding seriously hinders hiring of qualified long-term personnel.

PROSTHETISTS AND ORTHOTISTS, STATE BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE BOARD OF PROSTHETISTS AND ORTHOTISTS

Additional revenue needed for web page to dispense public information.	Additional revenue needed for a staff investigator, court reporter, & administrative law judge for legal proceedings.
	Additional revenue needed for administration of complaints.

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF EXAMINERS IN PSYCHOLOGY

PUBLIC SAFETY, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

PUBLIC SAFETY, DEPARTMENT OF

Agency Level

Staffing.

Communications network.

Highway Patrol

Shortage of troopers,
supervisors, police
communications officers.

Identifying areas with high
volume of traffic fatalities and
crashes (I).

Increasing the commercial
vehicle enforcement program.

Alabama Bureau of Investigation

Inability to recruit from other
divisions (I).
Shortage of troopers,
investigative, and fingerprint ID
personnel.

Protective Services

Shortage of personnel to
properly staff shifts and
achieve mission.

Planning and creation of P & P
to insure best utilization of
shared systems/properties
within Capitol Complex.

Unit Services

Communications issue.

Lack of long-term facilities
management plan (I).
State of the training and other
facilities.

Department/Division Administration

Shortage of personnel.
Improving the work
environment (I).

Driver License

System hardware and
software upgrade goal.

Increase no. of arrests made
by Driver License division (I).

PUBLIC SERVICE COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

PUBLIC SERVICE COMMISSION

Administrative Services

Federal and/or state policy towards the telecommunications and electric industry could change the regulatory landscape.	Improve the competitiveness of salaries with private industry in order to retain existing personnel and attract qualified applicants to fill vacancies.	Managing increasing workloads efficiently so that a stable, more competitive utility infrastructure that will benefit all Alabamians continues to develop (I).
---	---	--

Gas Pipeline Safety

If federal funding levels dramatically decreased for core programs support, it would put the public at risk in preventable incidents.	Merit system hinders the recognition of high performers.	Unable to maintain staffing level to adequately enforce minimum safety standards (I).
Lack of Program support in Congress, the President and the federal government would hinder productivity and threaten program success.		

Energy Division

Federal policy toward the electric and natural gas industry could change the regulatory landscape at the state level.	Utility employees' healthcare and insurance costs continue to rise and put upward pressures on rates.	Improve training opportunities for staff (I).	Maintain stable rates while allowing the utility companies to recover escalating costs for environmental, health care, insurance, and fuel (I).
		Retaining qualified personnel (I).	

PUBLIC SERVICE COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Telecommunications Division						
Whether the FCC preempts states on regulation of broadband services.				All telecommunications services are in the process of transitioning to broadband delivery.	Maintaining Division auto fleet and data automation capability. Currently, no funding is available to replace a rapidly aging vehicle fleet and very little funds are available to prevent technological obsolescence of desktop computers (I).	
If the FCC preempts state regulation of these services, our authority and staffing requirements will change dramatically and the people of Alabama will have no local advocacy when it comes to telephone utility matters.				Reorganization plan underway to adapt to changing regulatory requirements allows for attrition to eliminate some classifications and others to be increased. Funding the new organization staff requirements is critical as the Division transitions with the industry it regulates (I).		
Transportation Division						
						Efforts to preserve funding for insurance and safety programs of interstate motor carriers require coordination with other states and federal agencies. 95% of funding for insurance and safety programs comes from interstate motor carriers and a federally mandated registration program. These are federal funds and are subject to elimination by Congress. (Title 49 USC, Section 13908(d))

REAL ESTATE APPRAISERS BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

REAL ESTATE APPRAISERS BOARD

Merit pay grade hinders
recruitment of qualified
investigators.

Improve ability to identify fraud
vs. incompetence (which is
curable) (I).

REAL ESTATE COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

REAL ESTATE COMMISSION

Legislation initiated and promoted by industry that impacts AREC resources.

Loss of experienced staff due to retirement (I).

REHABILITATION SERVICES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF REHABILITATION SERVICES

Agency Level

Funding has not kept pace with service demands and match and maintenance of effort requirements for federal grants.

Retirement of approximately 40% of staff over next 5 years (I).

Impaired recruitment, retention and possible loss of staff due to inability to compete with private industry wages.

State office and many other offices are old, deteriorating, and below standards of public service expectation and public safety (I).

Administration

Retirement of 40% of staff in next 5 years (I).

State wages not competitive.

Adult Rehabilitation Services

Reduction in funding could limit ability to match federal VR basic support grant (78.7% fed to 21.3% state).

Eligibility of 40% of staff to retire in next 5 years (I).

Children's Rehabilitation Services

Not able to serve all children/youth with special health care needs due to lack of available funds (I).

Inability to recruit and retain qualified staff due to noncompetitive state wages.

Continued erosion of direct service funds due to reduced state and federal appropriations and increased health care costs.

Hemophilia

Not able to serve all persons with Hemophilia and related bleeding disorders due to lack of available funds (I).

Inability to recruit and retain qualified staff due to noncompetitive state wages.

Consumers exercising choice and costing program more money.

Continued erosion of direct service funds due to reduced state and federal appropriations and increased health care costs.

REHABILITATION SERVICES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
Homebound						
	Lack of funding to serve individuals with disabilities requesting services.	Combination of nursing shortage and wages lower than private sector has led to reduced applications for Homebound nursing slots.		Large caseload sizes (I). Continued viability of partnerships with Medicaid and other agencies.		
Early Intervention						
Child Abuse Prevention & Treatment Act revision requires DHR to refer all children, birth to 3 years, with substantiated abuse & neglect to Early Intervention, regardless of whether child meets Early Intervention eligibility definition.	Lack of funding to serve individuals with disabilities requesting services.			Rising cost of health care while serving children in their natural environments.		
Impaired Driver's TF						
	Increasing cost of services for severe disabilities such as TBI and SCI (I). Decreasing revenues from fines on Impaired Drivers, e.g., DUI.					
Toll-Free ADA Hotline						
				Significant increase in requests due to elimination of other governmental resources.		
OASIS						
	Limited state and federal funds do not meet needs of consumers.	25% of staff with specialized expertise eligible to retire within 5 years (I). Shortage of qualified personnel.				Contracts are not handled expeditiously and effectively.

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE BOARD OF RESPIRATORY THERAPY

No administrative services contract.
Funding not available.
No rules and regulations for the Licensure Board or process (I).
No notification procedure to inform respiratory therapists of need to obtain license (I).

REVENUE, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF REVENUE

The legislature will decrease the threshold for electronic payment.

The Merit System hinders the hiring of qualified applicants.

Every county will implement annual equalization according to schedule.

County staffing and technological resource availability for property appraisals.

Federal Government continues to make information available.

Outsourcing vendors will continue to partnership with ADOR.

SECRETARY OF STATE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

SECRETARY OF STATE

SECURITIES COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

SECURITIES COMMISSION

<p>Passage of the Gramm, Leach, Bliley bill caused overlaps of securities, banking and insurance industries and requires additional registrations/licensing resources for review and monitoring due to unfunded federal mandates.</p>		<p>Maintain adequate continual training and professional development in licensing, auditing, law enforcement, investment products and industry development (I).</p>	<p>Maintain continual upgrade of technology, computer forensics, and financial analysis techniques (I).</p>	<p>Maintain adequate staff to timely handle increases in licensing, registrations, investigations, legal matters and financial education (I).</p>		
			<p>Consider improved data capturing capabilities through database enhancements and potential use of optical scanning (I).</p>			

SENIOR SERVICES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF SENIOR SERVICES

Planning and Advocacy for the Elderly

Limited state resources to fully service needs.

Inability to timely fill crucial positions using merit system registers.

Underdeveloped data analysis capability needed to provide more effective management information (I).

Merit system is not attracting high-caliber employees to fill crucial positions.

Economic Assistance Program

Limited state matching resources to attract available federal resources.

Merit system is not attracting high-caliber employees to fill crucial positions.

Limited nursing staff to determine client eligibility (I).

Limited state and federal funds to increase slot levels and generate additional nursing home cost savings.

Alabama Senior Rx

State funded program with limited funding growth potential (I).

Continuing client confusion with the federal Medicare card program.

Dependency on the pharmaceutical industry for free medication.

SICKLE CELL REGULATORY AND OVERSIGHT COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTIONS OF GOVERNMENT: Health and Human Services

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

SICKLE CELL REGULATORY AND OVERSIGHT COMMISSION

Agency Level

	Keep staff trained on latest treatments (I).	Serve large areas with staff (I).
--	--	-----------------------------------

Sickle Cell Treatment and Care

	Maintaining current services with 25% less funding than in 2002 (I).	Lack of funding and access to healthcare.
--	--	---

Sickle Cell Associations

	Travel time in reaching patients making sure clients know of assistance (I).	Getting people to take advantage of programs.
--	--	---

SOCIAL WORK EXAMINERS, STATE BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

STATE BOARD OF SOCIAL WORK EXAMINERS

Legislators changing licensing
eligibility to allow non-social
work degreed person.

SOIL AND WATER CONSERVATION COMMITTEE

BRANCH OF GOVERNMENT: Executive

FUNCTIONS OF GOVERNMENT: Environment and Natural Resources
Licensing and Regulation

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

SOIL AND WATER CONSERVATION COMMITTEE

Soil and Water Conservation Programs

Local funding is critical for districts to leverage state dollars to operate effectively.

Limited funding for SWCC and SWCDs to provide support for environmental and resource protection issues with which they are involved.

Professional and Occupational Licensing and Regulation (Soil Classifiers)

Expertise of advisory committee is crucial to insure integrity of the program.

State committee funding is crucial to provide staff support for registration (I).

Resource Conservation and Development

SPACE SCIENCE EXHIBIT COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Cultural

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

SPACE SCIENCE EXHIBIT COMMISSION

Educational Programs to Include spotlight on Technology & Museum Day Programs.

Net operating income was negative for the past 2 fiscal years. State appropriation is absolutely essential in obtaining a positive cash flow for the next 2 years.

Many Alabama schools cannot afford to send students without financial assistance from the state.

The large increase in health insurance costs for employees is especially burdensome for ASSEC as the agency does not receive any funding from the state to cover the expense.

Total long-term debt is draining resources that would otherwise be used for capital improvements (I).

SPACE CAMP instructional areas must have equipment/technology upgrades (I).

Facilities are deteriorating to the point of being unattractive to visitors and are so outdated that they do not meet specifications for some exhibits. Significant improvements are necessary to meet the requirements of the ADA (I).

SPEAKER OF THE HOUSE, OFFICE OF THE

BRANCH OF GOVERNMENT: Legislative

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

OFFICE OF THE SPEAKER OF THE HOUSE

Travel expenses could
increase due to SLC meeting
in Mobile (I).

General Fund could face
proration.

SPEECH PATHOLOGY AND AUDIOLOGY, BOARD OF EXAMINERS FOR

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF EXAMINERS FOR SPEECH PATHOLOGY AND AUDIOLOGY

Reduce number of complaints
regarding insufficient clerical
support (I).

STORAGE TANK TRUST FUND MANAGEMENT BOARD

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

STORAGE TANK TRUST FUND MANAGEMENT BOARD

SUPERCOMPUTER AUTHORITY, ALABAMA

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

ALABAMA SUPERCOMPUTER AUTHORITY

Agency Level

Limited state funding prohibits ASA from serving the increased demands for internet access, network connectivity, technical, and project related services (I).
Continued funding of technology services by federal e-rate program.

General Administration

Aging facility in need of mechanical updates and structural repairs (I).

Facilities Management Services

Limited funds to adequately meet the increasing demands for technical support and related services (I).

AREN

Continued funding of technology services by federal e-rate program.

Limited funds to adequately meet the increasing demands for adequate statewide connectivity, backbone bandwidth, and network redundancy (I).

High Performance Computing Services

Alabama researchers and potential HPC clients spend financial resources unnecessarily rather than subscribe to HPC services provided by ASA.

Other Related Projects

Limited funds to adequately meet the increasing demands for technical support and related services (I).

SUPREME COURT

BRANCH OF GOVERNMENT: Judicial

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

SUPREME COURT

Insufficient time to train staff while handling increased caseload (I).	Inadequate technology updates due to lower funding.
---	---

SUPREME COURT AND STATE LAW LIBRARY

BRANCH OF GOVERNMENT: Judicial

FUNCTION OF GOVERNMENT: Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

SUPREME COURT & STATE LAW LIBRARY

Increasing cost of online legal
information and library
services.

Inability to update existing
materials and purchase new
titles, especially in areas of
law with new developments (i).

SURFACE MINING COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

SURFACE MINING COMMISSION

Storage of permit and license
documents (I).

Staffing to administer program
(I).

Fluctuation of coal market.

Lack of adequate funding to
meet inspection frequency
requirement and timely review
of permits.

TEACHERS' RETIREMENT SYSTEM

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

TEACHERS' RETIREMENT SYSTEM

Economy impacts investment
returns & rates of member
retirement and withdrawal.

Improve communications to
members (I).

TENNESSEE-TOMBIGBEE WATERWAY DEVELOPMENT AUTHORITY

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

TENNESSEE-TOMBIGBEE WATERWAY DEVELOPMENT AUTHORITY

Elimination of 2005 funding by
Alabama for the 4-state
compact (I).

Restore waterway benefits lost
due to economic recession.

TOURISM AND TRAVEL, BUREAU OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BUREAU OF TOURISM AND TRAVEL

Consistent advertising (I).

Increase number of travelers
and their length of stay.

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF TRANSPORTATION

Increasing environmental and historical preservation requirements on transportation construction industry.	Cap on aviation fuel tax revenue that restricts revenue growth.	Class action lawsuit hinders attaining, retaining, and managing a quality and motivated workforce.
	Settlement of class action lawsuit affects funding.	
	Transfer of transportation revenues to other agencies.	

TREASURER, STATE

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

STATE TREASURER

Treasury Administrative

Outdate Code of Alabama provisions that are Treasury related.	Non-agency specific State Personnel job classifications. Loss of knowledgeable, experienced staff (I).	Technology constraints (I).	Fixed income market conditions.
---	---	-----------------------------	---------------------------------

PACT

Federal legislation, tax exempt status expires in 2010.	Increase technology advances (I).	Escalating tuition costs. Fixed income and equity market conditions. Selling future contracts (I).
---	-----------------------------------	--

Unclaimed Property

Lack of relevant/appropriate State Personnel job classifications.	Limited software program capacity (I).
---	--

SAFE

Inadequate computer program operating system (I).	No funding to provide education awareness opportunities. Program awareness opportunities (I).
---	--

ACES

Federal tax-free status expires in 2010. Lack of State tax-free status for qualified withdrawals.	Escalating tuition costs. Fixed income and equity market conditions. Limited outreach efforts (I).
--	--

UNIFORM STATE LAWS, COMMISSION ON

BRANCH OF GOVERNMENT: Legislative

FUNCTION OF GOVERNMENT: General Government

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

COMMISSION ON UNIFORM STATE LAWS

VETERANS' AFFAIRS, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTIONS OF GOVERNMENT: Health and Human Services
Education

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

DEPARTMENT OF VETERANS AFFAIRS

Agency Administration

Increasing workload due to war on terrorism (I).
Federal Veterans Affairs Dept. is untimely in responses and settlement of claims.

Alabama G.I. Bill Scholarship Program

Untimely budget appropriations to fund the Scholarship Program cause long delays in payments to state education institutions.

Additional personnel needed to meet anticipated workload increase with timely, accurate eligibility determination (I).

State Veterans Home

Insurance rates are rising and we have no way to estimate the annual cost increase (I).

Board of Veterans Affairs desires to make the state per diem cost to the veteran zero. Legislature must increase appropriations to do this.

Maintenance cost, medical supply and equipment costs will continue to increase.

VETERINARY MEDICAL EXAMINERS, BOARD OF

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Licensing and Regulatory

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

BOARD OF VETERINARY MEDICAL EXAMINERS

Board Member continuity is
essential to effect consistent
application of regulatory
duties.

WARRIOR-TOMBIGBEE WATERWAY ASSOCIATION

BRANCH OF GOVERNMENT: Non-State Agency

FUNCTION OF GOVERNMENT: Economic Development

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

WARRIOR-TOMBIGBEE WATERWAY ASSOCIATION

Continue working relationship with Corps and USCG.
Support federal legislation for work of Corps and USCG.

WOMEN'S COMMISSION

BRANCH OF GOVERNMENT: Executive

FUNCTION OF GOVERNMENT: Cultural

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES

FINANCE ISSUES

HUMAN RESOURCE ISSUES

INFORMATION
TECHNOLOGY ISSUES

MANAGEMENT ISSUES

INFRASTRUCTURE ISSUES

PURCHASING ISSUES

WOMEN'S COMMISSION

Employment and Social Opportunities

Broadening the base of local stakeholders for the Commission and identifying key areas of focus.

YOUTH SERVICES, DEPARTMENT OF

BRANCH OF GOVERNMENT: Executive

FUNCTIONS OF GOVERNMENT: Education

Protection of Persons and Property

CRITICAL ISSUES RAISED IN THE STRATEGIC PLAN SUMMARY FOR FISCAL YEAR 2005-06:

LEGAL ISSUES	FINANCE ISSUES	HUMAN RESOURCE ISSUES	INFORMATION TECHNOLOGY ISSUES	MANAGEMENT ISSUES	INFRASTRUCTURE ISSUES	PURCHASING ISSUES
--------------	----------------	-----------------------	----------------------------------	-------------------	-----------------------	-------------------

DEPARTMENT OF YOUTH SERVICES

Youth Services Administration

Clarification of qualifying programs for Medicaid rehabilitation services (I).	Obtain state personnel registers in a timely manner.	Employee health insurance and retirement costs are beyond agency control.
--	--	---

Institutional Services

Inability to secure capital outlay funds for building repairs and maintenance.	Inability to maintain institutional staffing levels (I).
--	--

Community Services

Maintaining capable and qualified staff (I).	Determine types and locations of community facilities to be operated by the Department (I).	Receiving competitively priced proposals for services in contract programs.
--	---	---

Community Subsidy

Insufficient funding results in reduced funding rate per bed.

Boot Camp

Maintain appropriate licensure status by boot camp program.	Continuing the line item appropriation for boot camp subsidies.	Maintain existing licensure standards for boot camp programs (I).
---	---	---

Youth Services School District

Reduction in federal funding due to decreased population and/or changes in allocation policies.	Reduction in available qualified workforce/personnel.	Meet SACS accreditation standards (I).
		Reduce teacher-student ratio to meet accreditation standards (I).
		Everchanging demographics of student population.
		Increase awareness of transitional services for students.

School District Community Education

Community programs will continue to provide services to at-risk youth.
--